



Australian Government

Australian Fisheries Management Authority

Emissions Reduction Plan

**Australian Fisheries Management Authority
2024**

Securing Australia's fishing future

www.afma.gov.au

Acknowledgement of Country

The Australian Fisheries Management Authority acknowledges the Aboriginal and Torres Strait Islander Peoples as the Traditional Owners and Custodians of this country. We recognise their connection to land, sea and community. We pay our respect to them, their cultures, and their Elders, past, present and emerging. We demonstrate our respect to First Nations people by seeking to increase their participation in our decision making.

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Accountable Authority Sign Off

The Australian Government released the Net Zero in Government Operations Strategy in November 2023, setting out the overall approach and action required by Commonwealth entities to achieve the APS Net Zero 2030 target.

The Net Zero in Government Operations Strategy represents a strong commitment by the Australian Government to lead by example on emissions reduction and contribute to the decarbonisation of Australia's economy.

The Australian Fisheries Management Authority is committed to the achievement of the Government's APS Net Zero 2030 target. The Australian Fisheries Management Authority is following the APS Net Zero 2030 target in full, as per the Net Zero in Government Operations Strategy.

This Emissions Reduction Plan describes the priorities and actions Australian Fisheries Management Authority is taking to reduce our operational emissions and contribute to the APS Net Zero 2030 target.



Cedelle Burroughs

Acting Chief Operating Officer

Emissions Reduction Plan

Purpose

Australian Fisheries Management Authority (AFMA) is responsible for managing and implementing emissions reduction initiatives set by the Australian Government's [Net Zero in Government Operations Strategy](#) (the Strategy) developed by Department of Finance. The Strategy sets out the Australian

Government's approach to achieving net zero greenhouse gas emissions from its operations by 2030 and the reinstatement of public emissions reporting.

The goal of this Emissions Reduction Plan is to provide a pathway for the AFMA to contribute to the achievement of the APS Net Zero 2030 target through emissions reduction activities. This plan encompasses existing and new priorities and actions within AFMA to reduce emissions.

This Emissions Reduction Plan has been completed in accordance with the Strategy, associated guidance and reporting standards for annual emissions reporting.

Net zero greenhouse gas emissions

APS Net Zero 2030 is the target set by the Australian Government to achieve net zero greenhouse gas emissions from government operations by the year 2030. It includes scope 1 and scope 2 emissions from activities in Australia and its territories, as described in the Strategy. The APS Net Zero 2030 target applies at the aggregate level to non-corporate Commonwealth entities and generally covers the entirety of the entity's organisation. From an organisational perspective, this means minimising the greenhouse gas emissions that are within our control.

Governance and reporting

Progress against actions identified within this Emissions Reduction Plan, and any additional measures adopted, will be included in our annual reports. This, combined with annual emissions reporting, will be used as a measure of AFMA progress towards reducing its emissions.

As part of the Net Zero in Government Operations Annual Progress Report, the Department of Finance will aggregate these measures to provide whole-of-Australian Government emissions reporting.

AFMA Operational context

Currently, AFMA operates at 4 facilities across the ACT, NT, QLD and VIC. Its built facilities, managed by Ventia, include one commercially leased office space and one owned commercial office space with a total net lettable area (NLA) of 2,137m².

Darwin, Woods St and Lakes Entrance, Bullock Island Rd are not included in baseline emissions as their electricity is included in the lease.

AFMA currently have a total workforce of 184 personnel. 149 personnel are located at Canberra, Lancaster Ave, 20 are located at Darwin, Woods St, 9 are located at Thursday Island, Victoria Pde and 6 located at Lakes Entrance, Bullock Island Rd. The total number of work points across these facilities are 171, with an average occupancy rate of 108%.

AFMA currently have five light commercial fleet vehicles, consisting of four diesel 4WDs and one unleaded 4WD used for remote travel.

AFMA has implemented a range of measures to reduce its impact on the environment as listed in the Annual Report 2021-22 and the Annual Report 2022-23. This Plan builds on these key achievements and provides a more holistic approach to achieve sustainability and net zero carbon emissions across all areas and functions of AFMA including facilities and operations.

Achievements at AFMA offices

- Implemented voluntary workplace arrangements allowing staff to work up to 2 days per week from home. These have been taken up by approximately 50% of staff, with an estimated reduction in commuting emissions of 20%.
- Use of 100% recycled paper in all printers and copiers at AFMA facilities.
- Provide access to laptops to further reduce reliance on paper documents.
- Installed zoned air conditioning to improve efficiency.
- Lighting is zoned and automatically dimmed to ensure lighting is only used when necessary.
- Intermittently used rooms also use motion sensors to further minimise electricity use.
- Gradually upgrading all appliances and equipment with more energy efficient devices.
- Implementing flexible work arrangements where possible to reduce employ commutes and reduce energy consumption at the office.
- Currently investigating the use of more energy efficient vehicles, particularly when staff may have to travel extended distances.

Achievements of AFMA Fisheries

- Introduced electronic monitoring (cameras) into two major fisheries to replace human observers, resulting in significant emission reductions through decreased air travel.
- Implemented a Scientific Risk Assessment process as part of its Ecological Risk Management response. The scientific risk assessment identifies and quantifies these ecological risks and how they will impact ecological sustainability.
- Maintaining accreditation of all AFMA fisheries under the Environmental Protection and Biodiversity Conservation Act.
- Ensure that fisheries management follows an ecosystem-based approach, minimising the impact of commercial fisheries on the marine environment.

Baseline emissions

Baseline emissions are a record of greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. The baseline emissions from financial year 2022-23 are the reference point against which emissions reduction actions can be measured.

The baseline emissions for this plan focus on scope 1 and scope 2 emissions, consistent with the APS Net Zero 2030 target. Electricity-related emissions were calculated using the location-based method. The complete 2022-23 greenhouse gas emissions inventory tables for AFMA are presented in our 2022-23 annual report.

Baseline year	Financial year 2022-23
Scope 1 emissions	8 tCO ₂ e
Scope 2 emissions	120 tCO ₂ e
Scope 3 ¹ emissions	19 tCO ₂ e
Total emissions	147 tCO ₂ e

Engagement

In the development of this plan AFMA has been working with:

- AFMA Fleet Service Provider – SG Fleet
- Property Service Provider (PSP) - Ventia

Emissions reduction targets




AFMA is following the APS Net Zero 2030 target in full, as per the Net Zero in Government Operations Strategy. The target covers the entirety of our entity's operations within Australia and its territories for scope 1 and scope 2 emissions, as described in the Strategy.








¹ Scope 3 emissions refer to transmission and distribution losses associated with the supply of electricity and fuel




Priorities and actions






For AFMA to contribute to the achievement of the APS Net Zero 2030 target, targeted action on existing emissions reduction measures and the introduction of further or new measures is required. These actions are summarised in the following points, with further detail provided below:







Buildings

ACTION #	ACTION DETAIL	ACTION TYPE	INVOLVED PARTICIPANTS	2024	2025	2026	2027	2028	2029
1.1	<p>Establish a Net Zero Working Group with AFMA key stakeholders, leased property managers and leased property owners to establish strategies and boundaries for initiatives that can be undertaken by AFMA and garner support from landlords to support and implement net zero initiatives that improve a facility's emissions performance.</p> <p>Commencement year and ongoing: 2024</p> <p>Working group schedule: Biannually at a minimum</p>	<p>Influence</p> 	AFMA Property PSP Leasing Services team Landlord(s)	→	→				
1.2	<p>Implement Green Lease Schedules (GLS) for all leased properties with an NLA of >1000m² and minimum 4-year lease term.</p> <p>Facilities that require a GLS include:</p> <ul style="list-style-type: none"> • Canberra, Lancaster Ave <p>The GLS will create a legal and management framework under which both parties, lessor, and lessee, are required to achieve and maintain the building environmental performance throughout the term of the lease. A mutually agreed GLS will assist AFMA overcome barriers more effectively by allocating incentives and responsibilities for improved emissions reduction management across its leased portfolio.</p> <p>Commencement year and ongoing: 1 July 2025 and ongoing</p>	<p>Influence</p> 	AFMA Property PSP Leasing Services team Landlord(s)		→	→			
1.3	<p>Maintain an all-electric building portfolio, with all new leases needing to be fully electric. All leased facilities are fully electric.</p> <p>Commencement year and ongoing: 1 July 2024</p>	<p>Impact</p> 	AFMA Property PSP Leasing Services team	→	→				


ACTION #	ACTION DETAIL	ACTION TYPE	INVOLVED PARTICIPANTS	2024	2025	2026	2027	2028	2029
1.4	<p>Ensure all office refurbishments with an office space of >1,000m² and leased for a minimum of four years will achieve 5.5-star NABERS Energy rating.</p> <p>As of 2024 there are no planned office refurbishments.</p> <p>This requirement will be factored into new refurbishment programs as they arise.</p> <p>Commencement year and ongoing: 1 July 2026</p>	<p>Impact</p> 	<p>AFMA Property</p> <p>PSP Sustainability team</p> <p>PSP Project Management team</p>						
1.5	<p>Undertake annual NABERS Energy ratings for leased properties with an NLA of >1,000m², achieving a minimum 5.5-star rating for metropolitan facilities and 4.5-star rating for regional facilities.</p> <p>These facilities include:</p> <ul style="list-style-type: none"> • Canberra, Lancaster Ave <p>Commencement year and ongoing annually:</p> <p>2025</p> <p>Note: using the NABERS reverse calculator, it is predicted the facility will achieve a 5.5-Star NABERS Energy rating</p>	<p>Impact</p> 	<p>AFMA Property</p> <p>PSP Sustainability team</p>						
1.6	<p>Upgrade T5 fluorescent batten lighting to LED</p> <p>This action is a recommendation from the Type-2 Energy audit conducted in 2024 at:</p> <ul style="list-style-type: none"> • Canberra, Lancaster <p>Ave Estimated investment:</p> <p>\$2,500</p> <p>ROI: 3.5 years</p> <p>Estimated savings: \$725 p.a.</p> <p>Ongoing emissions reduction: 0.44t CO₂-e p.a.</p> <p>Ongoing energy reduction: 600kWh p.a.</p> <p>Leverage: \$5,681 per t CO₂-e p.a.</p>	<p>Impact</p> 	<p>AFMA Property</p> <p>PSP Sustainability team</p> <p>PSP Project Management team</p>						

1.7	<p>Upgrade T5 fluorescent recessed bulbs to LED</p> <p>This action is a recommendation from the Type-2 Energy audit conducted in 2024 at:</p> <ul style="list-style-type: none"> • Canberra, Lancaster <p>Ave Estimated investment: \$14,600 ROI: 3.5 years Estimated savings: \$4,231 p.a. Ongoing emissions reduction: 2.56t CO2-e p.a.</p>	<p>Impact</p> 	<p>AFMA Property PSP Sustainability team PSP Project Management team</p>			→			
ACTION #	ACTION DETAIL	ACTION TYPE	INVOLVED PARTICIPANTS	2024	2025	2026	2027	2028	2029
	<p>Ongoing energy reduction: 3,504kWh p.a. Leverage: \$5,703 per t CO2-e p.a.</p>								
1.8	<p>Upgrade compact fluorescent downlights to LED</p> <p>This action is a recommendation from the Type-2 Energy audit conducted in 2024 at:</p> <ul style="list-style-type: none"> • Canberra, Lancaster <p>Ave Estimated investment: \$194 ROI: 3.7 years Estimated savings: \$52 p.a. Ongoing emissions reduction: 0.09t CO2-e p.a. Ongoing energy reduction: 120kWh p.a. Leverage: \$2,155 per t CO2-e p.a.</p>	<p>Impact</p> 	<p>AFMA Property PSP Sustainability team PSP Project Management team</p>		→				
1.9	<p>Utilise timer functions on boiled/chilled water units</p> <p>This action is a recommendation from the Type-2 Energy audit conducted in 2024 at:</p> <ul style="list-style-type: none"> • Canberra, Lancaster <p>Ave Estimated investment: \$1,913 ROI: 1.2 years Estimated savings: \$1,573p.a. Ongoing emissions reduction: 4.25t CO2-e p.a. Ongoing energy reduction: 5,825kWh p.a. Leverage: \$450 per t CO2-e p.a.</p>	<p>Impact</p> 	<p>AFMA Property PSP Sustainability team PSP Project Management team</p>		→				














1.10	<p>Optimise thermostat setpoints in ICT room</p> <p>This action is a recommendation from the Type-2 Energy audit conducted in 2024 at:</p> <ul style="list-style-type: none"> • Canberra, Lancaster <p>Ave Estimated investment: \$2,550 ROI: 6.5 years Estimated savings: \$392p.a. Ongoing emissions reduction: 1.05t CO2-e p.a. Ongoing energy reduction: 1,441kWh p.a. Leverage: \$2,428 per t CO2-e p.a.</p>	<p>Impact</p> 	<p>AFMA Property PSP Sustainability team PSP Project Management team</p>		→				
ACTION #	ACTION DETAIL	ACTION TYPE	INVOLVED PARTICIPANTS	2024	2025	2026	2027	2028	2029
1.11	<p>Investigate, where appropriate Lighting as a Service or HVAC as a Service options to reduce capital expenditure.</p> <p>Commencement year: as required by AFMA</p>	<p>Innovate</p> 	AFMA Property		→				
1.12	<p>Replace low efficiency kitchen appliances with high efficiency appliances, supporting reuse, recycling, and donation schemes to keep items from being sent to landfill.</p> <p>Commencement year: as required and in accordance with asset replacement policy.</p>	<p>Impact</p> 	AFMA Property	→					
1.13	<p>Install block out blinds on north and west facing windows to reduce heat loss and gain.</p> <p>Blinds can reduce heat transference by up to 40% and decrease energy consumption by up to 10%.</p> <p>To further enhance the functionality of the blinds sensors can be linked to the BMS systems to automate the blinds to close at set LUX or temperature points.</p> <p>Commencement year and ongoing: 2025</p>	<p>Impact</p> 	<p>AFMA Property PSP Leasing Services team Landlord(s)</p>		→	→			
1.14	<p>Retire old ICT equipment and replace with new high efficiency systems at end of life.</p> <p>Investigate the option to transition dual monitors to single curved monitors with an ultra-wide aspect ratio to reduce energy consumption.</p> <p>Commencement year: as required and in accordance with ICT policy</p>	<p>Impact</p> 	<p>AFMA Property AFMA ICT</p>	→					

1.15	Where applicable, transition to cloud-based servers to reduce energy consumption associated with server rooms. Commencement year: as required and in accordance with ICT and privacy policies	Impact 	AFMA Property AFMA ICT	→					
1.16	Maintain existing end of journey facilities for cyclists and investigate opportunities to improve end of journey facilities to support low/no emissions staff commute. Note: guidelines should be implemented in accordance with building insurance requirements to mitigate any fire risks associated with E-bikes or E-scooters. Commencement year and ongoing: 2024	Influence 	AFMA Property PSP WoAG FM team	→	→				
1.17	Integrate sustainability education programs for all AFMA employees through a range of mediums including: <ul style="list-style-type: none"> • Induction training • Internal newsletters 	Influence 	AFMA Property AFMA People, Capability and Engagement		→	→			
ACTION #	ACTION DETAIL	ACTION TYPE	INVOLVED PARTICIPANTS	2024	2025	2026	2027	2028	2029
	<ul style="list-style-type: none"> • Good news stories Embedding sustainability KPIs into performance plans will also be investigated to further support the achievement of net zero for AFMA. Commencement year and ongoing: 2025								
1.18	Participate in Earth Hour to show AFMA's support for net zero and climate action. Commencement year and ongoing: 2025 (March) and ongoing	Influence 	AFMA Property PSP WoAG FM team		→	→			
1.19	Investigate new and emerging technologies that support AFMA's transition to net zero buildings, as they become available and viable. Commencement year and ongoing: 2024	Innovate 	AFMA Property PSP Projects team PSP Sustainability team		→	→			
1.20	Seek funding to support net zero programs of works across AFMA's property portfolio when made available through the Department of Finance. Commencement year: as released by the Department of Finance	Influence 	AFMA Property Department of Finance						

Energy

ACTION #	ACTION DETAIL	ACTION TYPE	INVOLVED PARTICIPANTS	2024	2025	2026	2027	2028	2029
2.1	<p>Participate on the Whole-of-Australian-Government electricity agreement as available based on the below timeframe:</p> <p>1 July 2025 – New South Wales, Australian Capital Territory, & Victoria 1 Jan 2029 – Queensland</p> <p>All AFMA properties will participate in this Green Power purchase scheme to ensure all electricity consumed is from renewable sources.</p> <p>Emissions reduction: 137t CO₂-e p.a. by 2030</p> <p>Commencement year: as detailed above and released by the Department of Finance</p>	<p>Impact</p> 	<p>AFMA Property</p> <p>PSP Sustainability team</p>						

Fleet

ACTION #	ACTION DETAIL	ACTION TYPE	INVOLVED PARTICIPANTS	2024	2025	2026	2027	2028	2029
3.1	<p>Reduce fleet by one vehicle in the AFMA Darwin office.</p> <p>Commencement year: 2024</p>	<p>Impact</p> 	<p>AFMA Property SG Fleet Fisheries Operations Branch</p>						
3.2	<p>Set a target of 75% of all new passenger fleet vehicles procured after 1 Jul 2025 to be low emissions vehicles.</p> <p>Ensure a continued transition of all AFMA fleet to low/zero emissions fleet as they are retired.</p> <p>Noting the suitability of vehicles required for remote travel, maintaining employee safety above all else. Detail of AFMA's transition can be referred to in the EV Charging Plan 2024</p> <p>Commencement year: 2025</p>	<p>Influence</p> 	<p>AFMA Property SG Fleet</p>						
3.3	<p>Promote the benefits of public transport, walking, and cycling to new staff during induction programs and familiarise them with end of journey facilities at their workplace.</p> <p>Use internal communications to program active and public transport for business related travel.</p>	<p>Influence</p> 	<p>AFMA Property AFMA People, Capability and Engagement</p>						
3.4	<p>Prepare facilities to include required EV charging infrastructure to enable the transition to an electric fleet.</p> <p>EV charging infrastructure installations will be in accordance with the EV Charging Plan 2024.</p>	<p>Impact</p> 	<p>AFMA Property SG Fleet PSP Leasing Services team Landlord(s)</p>						
3.5	<p>Implement EV charging in accordance with AFMA's EV Charging Plan 2024 and where fleet is housed.</p> <p>Noting the transition of the current vehicle will only occur upon a suitable alternative being market available.</p> <p>Commencement year: 2027 and ongoing</p>	<p>Impact</p> 	<p>AFMA Property PSP Project Management team PSP Leasing Services team Landlord(s)</p>						

3.6	<p>Apply fuel efficiency criteria to the purchase and lease of new vehicles where electric or hybrid options are not commercially or operationally viable.</p> <p>Commencement year and ongoing: 2025</p>	<p>Impact</p> 	<p>AFMA Property SG Fleet</p>						
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